Exhibit 300 (BY2008)

PART ONE	
OVERVIEW	
1. Date of Submission:	2006-11-07
2. Agency:	015
3. Bureau:	Enterprise Investments
4. Investment Name:	HR LoB - HR Connect
5. UPI:	015-00-01-13-01-1226-24

6. What kind of investment will this be in FY2008?
Mixed Life Cycle

7. What was the first budget year this investment was submitted to OMB?
FY2001 or earlier

8. Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap.
Program Overview: HR Connect is Treasury's enterprise system, a web-based solution built on PeopleSoft commercial-off-t he-shelf (COTS) software. HR Connect transforms core back-office HR functions, moving them from a processing-centric capability supported by Treasury and National Finance Center (NFC) legacy systems, to a strategic-centric capability enabled through its commercial software underpinning. Additionally, self-service components of the software fundamentally transform the standard government HR service delivery model, putting additional information, services and processes (i.e., personal data, position management, requests for personnel action, recruitment, reporting, etc.) directly in the hands of managers and employees. From a business perspective, Treasury's implementation methodology for HR Connect has mandated that all Treasury bureaus co-exist in one standard software code line, ending a Treasury history of bureau HR system autonomy through varied implementations of NFC and other legacy systems. Through HR Connect's implementation, HR and information technology standardization is being realized. Key Accomplishments/ Status: Treasury has been approved as an HR Line of Business (LoB) Shared Service Center (SSC). HRCPO anticipates that the LoB designation will help expand the current customer base and offer economies of scale that will reduce the cost per employee across the federal marketplace. Roughly 144,000 employees currently rely on HR Connect for their HR & payroll needs, including all of Treasury as well as HUD, DHS, and ATFE (which are cross-serviced by HR Connect under the HR LoB initiative). Near Term Delivery Model - HR Connect supports the common HR LoB processes and provides core HR functionality that is interoperable, portable and scalable. Through partnership, HR Connect delivers components of long term HR LoB functionality today. HR Connect's core functions include: Administering Benefits, Managing Payroll, Personnel Action Processing, Time and Attendance and Labor Distribution.

9. Did the Agency's Executive/Investment Committee approve this request?
yes

9.a. If "yes," what was the date of this approval?
2006-08-09

10. Did the Project Manager review this Exhibit?
yes

11. Project Manager Name:
Eddy, Lynn

Project Manager Phone:
202-622-4749

Project Manager Email:
lynn.eddy@do.treas.gov

12. Has the agency developed and/or promoted cost effective, energy-efficient and environmentally sustainable techniques or practices for this project.
yes

12.a. Will this investment include electronic assets (including computers)?
yes

| *12.b. Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)* |

no	
13. Does this investment support one of the PMA initiatives?	
If yes, select the initiatives that apply:	
13.a. Briefly describe how this asset directly supports the identified initiative(s)?	
HR Connect is Treasury's enterprise solution for transforming back-office HR functions into a web-based, strategic-centric capability enabled through its commercial software underpinning.	
14. Does this investment support a program assessed using OMB's Program Assessment Rating Tool (PART)?	
no	
15. Is this investment for information technology (See section 53 for definition)?	
yes	
16. What is the level of the IT Project (per CIO Council's PM Guidance)?	
Level 3	
17. What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance)	
(1) Project manager has been validated as qualified for this investment	
18. Is this investment identified as high risk on the Q4 - FY 2006 agency high risk report (per OMB's high risk memo)?	
yes	
19. Is this a financial management system?	
no	
20. What is the percentage breakout for the total FY2008 funding request for the following? (This should total 100%)	

Hardware	8
Software	17
Services	42
Other	33

21. If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities?	
n/a	
22. Contact information of individual responsible for privacy related questions.	
Name	
Renee Wilmot	
Phone Number	
202-622-5346	
Title	
HR Connect, ISSM	
Email	
renee.wilmot@do.treas.gov	
23. Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval?	
yes	

SUMMARY OF SPEND

1. Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated Government FTE Cost, and should be excluded from the amounts shown for Planning, Full Acquisition, and Operation/Maintenance. The total estimated annual cost of the investment is the sum of costs for Planning, Full Acquisition, and Operation/Maintenance. For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

(Estimates for BY+1 and beyond are for planning purposes only and do not represent budget decisions)

	PY-1 & Earlier	PY	CY
	-2005	2006	2007
Planning Budgetary Resources	0.000	0.000	0.000
Acquisition Budgetary Resources	283.050	0.285	4.143
Maintenance Budgetary Resources	20.782	18.008	13.974
Government FTE Cost	28.738	2.971	3.826
# of FTEs	24	26	30

Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies).

Government FTE Costs should not be included as part of the TOTAL represented.

2. Will this project require the agency to hire additional FTE's?

yes

2.a. If "yes," how many and in what year?

The HRCPO projects increases to government FTE based on the following planned events: (1) HR Connect expansion as an HR LoB service provider; and (2) a two-year cost containment strategy (FY06 and FY07) to replace more expensive contractor labor with government FTE. FTE projections are as follows: FY 07 - 30 FTE

3. If the summary of spending has changed from the FY2007 President's budget request, briefly explain those changes.

There are no increases to budget requests.

PERFORMANCE

In order to successfully address this area of the exhibit 300, performance goals must be provided for the agency and be linked to the annual performance plan. The investment must discuss the agency's mission and strategic goals, and performance measures must be provided. These goals need to map to the gap in the agency's strategic goals and objectives this investment is designed to fill. They are the internal and external performance benefits this investment is expected to deliver to the agency (e.g., improve efficiency by 60 percent, increase citizen participation by 300 percent a year to achieve an overall citizen participation rate of 75 percent by FY 2xxx, etc.). The goals must be clearly measurable investment outcomes, and if applicable, investment outputs. They do not include the completion date of the module, milestones, or investment, or general goals, such as, significant, better, improved that do not have a quantitative or qualitative measure.

Agencies must use Table 1 below for reporting performance goals and measures for all non-IT investments and for existing IT investments that were initiated prior to FY 2005. The table can be extended to include measures for years beyond FY 2006.

Table 1

	Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
1	2003	Treasury Strategic Goal: Management - Support the Achievement of Business Results	Cost savings attributable to the retirement of legacy systems increases to a total of $3.5 million. Goal revised to $3.2 due to divestiture of Customs to DHS.	$1.4 million in savings	Annual maintenance costs for legacy systems shutdown attributable to HR Connect	$.469 million (estimated) bringing cumulative total to $1.9
2	2003	Treasury Strategic Goal: Management -	Increase total number of	100 percent	Percentage of Treasury	71% of Treasury employees have

		Support the Achievement of Business Results	Treasury employees with access to HR Connect to 100 percent.		employees with access to HR Connect	access to HR Connect.
3	2003	Treasury Strategic Goal: Management - Support the Achievement of Business Results	Total number of bureaus live on HR Connect increases by a total of 3 to 11. Goal revised to 13 to reflect departure of Customs to DHS.	8 bureaus live on HR Connect. FLETC leaves the system upon divestiture to DHS reducing number of implementations to 7, but TTB (formerly part of ATF) is added.	Total number of bureaus that have deployed HR Connect	3 additional bureaus (IRS - phase 1, OIG, FinCEN)plus TTB (which is the part of ATF left at Treasury and continues to be serviced by Treasury)
4	2004	Treasury Strategic Goal: Management - Support the Achievement of Business Results	Cost redirections attributable to the retirement of legacy personnel systems increases to a total of $12.4 million. Goal revised due to Customs divestiture to DHS.	$1.9 million in legacy system cost redirections	Annual maintenance costs for legacy systems shutdown attributable to HR Connect	$1.8 million in savings
5	2004	Treasury Strategic Goal: Management - Support the Achievement of Business Results	Increase total number of Treasury employees with access to HR Connect to 100 percent.	71% of employees with access	Percentage of Treasury employees with access to HR Connect	79% of employees have access. Remaining 21% are IRS employees that either do not have computer access or cannot access the Treasury intranet due to security issues with the processing of tax data.
6	2004	Treasury Strategic Goal: Management - Support the Achievement of Business Results	All 14 Treasury bureaus live on HR Connect (includes divested bureaus USSS and ATF using HR Connect)	11 bureaus live on HR Connect	Total number of bureaus that have deployed HR Connect	13 bureaus deployed
7	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR	$2.1 million in legacy system cost redirections	$1.8 million in legacy system cost redirections achieved in FY04	Annual maintenance costs for legacy systems shutdown attributable to HR Connect	$2 million in savings in FY05

		efficiencies				
8	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	Maximize Treasury-wide HR Connect utilization by at least 10% over FY 2004	220,000	Number of transactions	As of May 29, 2006, there were 321,241 MSS transactions and 426,722 ESS transactions for a total of 747,963 self-service transactions to date.
9	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	All Treasury bureaus live on HR Connect	13 bureaus live on HR Connect	Number of bureaus with functionality deployed	14 Bureaus utilize HR Connect
10	2005	HR Line of Business	Achieve savings through economies of scale by increasing the HR Connect customer base by 10,000 in FY 2005	138,000 HR Connect users	10,000 new HR Connect users	HUD deployment increased user base to roughly 148,000.
11	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	At least a 20% increase of labor-related cost redirections over FY 2004	Estimated $24.1 million in labor-related cost redirections achieved in FY04	Annual labor-related cost redirections	$30.9 million in labor-related cost redirections
12	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools	$22.8 million in bureau productivity cost redirections	Estimated $22.5 million in productivity cost redirections achieved in FY04	Annual bureau productivity redirections ($savings) derived from utilizing HR Connect versus manual	$22.8 million in bureau productivity cost redirections

		& technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies			processes	
13	2005	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	$0.7 million in cross-governmental cost redirections	Estimated $0 in cross-governmental cost redirections achieved in FY04	Annual cross-governmental cost redirection dollars based on the addition of new users to HR Connect, and the economies of scale generated therein.	$0.7 million in cross-governmental cost redirections
14	2006	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	$3.2 million in legacy system cost redirections	$2 million in legacy system cost redirections achieved in FY05	Annual maintenance costs for legacy systems shutdown attributable to HR Connect	Actual performance result to be reported at end of FY06.
15	2006	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	Increase cumulative (lifecycle) labor-related cost savings 50% over FY05	Estimated $30.9 million in cumulative (lifecycle) labor-related cost savings achieved through FY05	Annual labor-related cost redirections	Actual performance result to be reported at end of FY06
16	2006	HR Line of Business	Achieve savings through economies of scale by increasing the HR Connect customer base by 30,000 in FY 2006	148,000 HR Connect records	30,000 new HR Connect users	Actual performance result to be reported at end of FY06
17	2006	Ensure professionalism,	$23.2 million in bureau	Estimated $22.8 million in	Annual bureau productivity	Actual performance

		excellent, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	productivity cost redirections	productivity cost redirections achieved in FY05	redirections ($savings) derived from utilizing HR Connect versus manual processes	result to be reported at end of FY06.
18	2006	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	$3.3 million in cross-governmental cost redirections	$0.7 in cross-governmental cost redirections achieved in FY05	Annual cross-governmental cost redirection dollars based on the addition of users to HR Connect, and the economies of scale generated therein.	Actual performance result to be reported at end of FY06.
19	2006	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	Increase Treasury-wide HR Connect utilization by at least 3% over previous FY	85% of employees with access	Number of transactions	Actual performance result to be reported at end of FY06
20	2007	Ensure professionalism, excellence, integrity & accountability in Treasury; Treasury Strategy: Strengthen workforce mgmt to provide people tools & technology to ensure a workforce committed to excellence; HR Connect Goal: Increase HR efficiencies	Maximize Treasury-wide HR Connect utilization by at least 10% over previous FY	TBD in Q4 FY06	Number of transactions	Actual performance result to be reported at end of FY07
21	2007	HR Line of Business	Achieve savings through economies of scale by increasing the HR Connect	178,000 HR Connect records	10,000 new HR Connect users	Actual performance result to be reported at end of FY07

			customer base by 10,000 in FY 2007			

All new IT investments initiated for FY 2005 and beyond must use Table 2 and are required to use the FEA Performance Reference Model (PRM). Please use Table 2 and the PRM to identify the performance information pertaining to this major IT investment. Map all Measurement Indicators to the corresponding "Measurement Area" and "Measurement Grouping" identified in the PRM. There should be at least one Measurement Indicator for at least four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov.

Table 2

	Fiscal Year	Measurement Area	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results

EA

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

1. Is this investment included in your agency's target enterprise architecture?

yes

2. Is this investment included in the agency's EA Transition Strategy?

yes

2.a. If yes, provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment.

"HR Connect" is the investment name for this investment as identified in the Transition Strategy.

3. Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to http://www.whitehouse.gov/omb/egov/.

Component: Use existing SRM Components or identify as NEW. A NEW component is one not already identified as a service component in the FEA SRM.

Reused Name and UPI: A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.

Internal or External Reuse?: Internal reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same department. External reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government.

Funding Percentage: Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.

	Agency Component Name	Agency Component Description	Service Type	Component	Reused Component Name	Reused UPI	Internal or External Reuse?	Funding %
1	User Tools & Training	In addition to instructor-led HR practitioner training sessions, there is desktop training via the web, including user's manual, job aids, and desktop guides.	Customer Initiated Assistance	Online Help			No Reuse	3
2	HR Connect eLearning	eLearning tutorials are available online and updated regularly for assistance with HR	Customer Initiated Assistance	Online Tutorials			No Reuse	3

		Connect						
3	HR Connect ESS and MSS	Manager and employee self-service utilize email alerts that notify the user that an item is in his/her worklist and requires action, and of status of actions they have entered.	Customer Preferences	Alerts and Notifications			No Reuse	3
4	HRC Workflow Mgmt	Automated monitoring and routing of personnel actions On-line tracking, status and location of workflow actions. Delivered functionality of HR Connect provides on-line Personnel Action Request (SF-52) processing, internal/external recruitment, payroll interface, position management, drug testing, Awards Management, Resume Management, Labor Relations, discipline/grievance, and employee tracking	Tracking and Workflow	Process Tracking			No Reuse	3
5	Workforce Analytics	HR Connect offers executives access to standard workforce analytics and reports through HR Connect's web-enabled Manager Self-Service. Managers can get headcounts, view organization charts, track workforce activities and assess retirement eligibility. Custom reports can be designed to requirements. Managers also have access to specific employee data to track and plan employee progression, awards, and other personnel actions	Business Intelligence	Decision Support and Planning			No Reuse	3
6	Change Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers who want to implement related add-on modules	Management of Processes	Change Management			No Reuse	3
7	Configuration Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers	Management of Processes	Configuration Management			No Reuse	3

		who want to implement related add-on modules						
8	Requirements Management	Start-to-finish deployment services are provided for new HR Connect customers and for existing customers who want to implement related add-on modules	Management of Processes	Requirements Management			No Reuse		3
9	Configuration Management	HR Connect follows and enforces a strong, repeatable refresh and change control program across all system changes. Treasury's HR Connect system utilizes robust change control and configuration management (CM) practices for all hardware and software changes and patch upgrades. All software patches and software bug fixes are tested, reviewed and evaluated in non-production areas before approval to migrate into production system.	Management of Processes	Program / Project Management			No Reuse		3
10	Performance Measures	FY2005 witnessed the development of performance measures driven by changes in HR Connect's life cycle of technological innovation and business strategy. There is an Executive Dashboard with both strategic and operational performance indicators. Based upon FY05 and FY06 program plans and objectives, we developed data-driven performance measures to monitor and to ensure HR Connect's successful outcome.	Management of Processes	Quality Management			No Reuse		3
11	HRC Workflow Management	HR functionality, manager and employee self Service, and electronic routing and approval are all based on the execution of business rules, roles, and routing.	Management of Processes	Business Rule Management			No Reuse		3
12	Risk Management	The HR Connect DR facility is located at the National Information Technology Center (NITC) which is operated	Management of Processes	Risk Management			No Reuse		3

		by the Department of Agriculture in Kansas City, Missouri. Treasury's HR Connect Program Office maintains a comprehensive disaster recovery (DR) plan specifying the end-to-end process for invoking the DR process including the failover and restoration of service. The DR Plan is reviewed and updated regularly. Live exercises are conducted annually.						
13	HRRPT	All HR Connect services including query and reporting are available 24 x 7 (excluding scheduled maintenance periods). HR Connect includes a separate database for ad hoc query reports designed by end users. The query tool provides secure access to the organization's key information for ad hoc reporting purposes.	Reporting	Ad Hoc			No Reuse	3
14	HRC MSS & ESS	Employees record emergency contact information in HR Connect. Managers can view this information for employees who report to them.	Human Capital / Workforce Management	Workforce Directory / Locator			No Reuse	3
15	System Resource Monitoring	System performance is a high visibility metric for HR Connect, is considered in every system change, and is a managed risk under the HR Connect risk mitigation program. Database performance measurements and database resource utilization metrics demonstrate that the database tier currently consumes 20 to 30 percent of available system resources, meaning the database tier will accommodate a sizable growth in customer base.	Systems Management	System Resource Monitoring			No Reuse	3
16	Issue Tracking	HR Connect employs several COTS packages (Clarify and PVCS) to manage customer issues	Systems Management	Issue Tracking			No Reuse	3

		and resolution.					
17	HRC Recruiting	Managers use HR Connect's Power Recruiting to initiate a recruit request and HR uses CareerConnector for automated rating/ranking of applicants and providing online certificates to managers. Application information transfer from CareerConnector (Monster Government Solutions) to HR Connect was established in 2005. CareerConnector application registration feature is migrated to USAJobs this summer, with interface services intact.	Human Resources	Recruiting			No Reuse	3
18	HRC Resume Management	Career Connector functions were migrated to USAJobs, with interface services intact. As part of this migration, interfaces with H R Connect are being updated/maintained.	Human Resources	Resume Management			No Reuse	3
19	Career Development & Administer Workforce	HR Connect offers a separate online tool for Individual Development Plan (IDP) development by employees, online submission, and manager review and approval. Also, in 2005, HR Connect was programmed to offer incentives authorized under the Federal Workforce Flexibility Act that are designed to improve retention.	Human Resources	Career Development and Retention			No Reuse	3
20	Administer Workforce & MSS	HR Connect offers managers desktop access to initiate and review performance awards and bonuses. HROs have mass processing capability for awards, and automated support for bonus and pay decisions.	Human Resources	Awards Management			No Reuse	3
21	HRC Employee Self Service	Employees have desktop access to initiate personnel actions relating to benefits, and to view benefits and compensation information. In addition,	Human Resources	Benefit Management			No Reuse	3

		HR Connect offers access links to other self-service sites that provide benefits functionality/information, e.g., Payroll Service Provider Employee Personal Page, Thrift Savings Plan, Employee Express.					
22	HRC Organization Management	Position management, manager self-service, and security are all based on the organizational structure/hierarchy and the identification of employees and mangers within that hierarchy.	Human Capital / Workforce Management	Team / Org Management		No Reuse	3
23	Administer Workforce	All personnel actions are submitted online, replacing SF-52 paper processing. HR staff can process over 132 types of actions in HR Connect.	Human Resources	Personnel Administration		No Reuse	3
24	eLearning	HR Connect offers eLearning and interfaces to customers' Learning Management Systems. Much training functionality was subsumed by eGov initiatives such as USALearning.	Human Resources	Education / Training		No Reuse	3
25	Security Management	The HR Connect application requires passing through several layers of security to access the system. The application manages permissions for logging onto a computer or network. HR Connect maintains a valid security certification and accreditation supporting three layers of both technical and non-technical operations. HR Connect complies with federal privacy regulations and guidance described in OMB Directive A-130, Appendix III -Security of Federal Automated Information Resources.	Security Management	Access Control		No Reuse	3
26	Security Management	HR Connect utilizes an independent COTS enterprise directory Password Management	Customer Relationship Management	NEW		No Reuse	3

		System (PWMS) for end-user identification & authentication for its employee, manager, and HR professional end user population via the Treasury Enterprise Directory or TEDS. PWMS controls access to HR Connect by verifying user ID, password, SSN, etc. PWMS meets the NIST Federal security standards. HR Connect complies with federal privacy regulations and guidance described in OMB Directive A-130, Appendix III.						
27	Security Management	Data integrity, privacy plans and procedures, encryption and transmission, privacy of SSNs/personnel info are all protected and have been validated by the criteria supporting federal security controls outlined in NIST SP 800-53 Recommended Security Controls for Federal Information Systems (high baseline) and governed by Treasury security policy outlined in TDP 85-01.	Customer Relationship Management	NEW			No Reuse	3
28	Security Management	Data integrity, privacy plans and procedures, encryption and transmission, privacy of SSNs/personnel info are all protected and have been validated by criteria supporting federal security controls outlined in NIST SP 800-53 Recommended Security Controls for Federal Information Systems (high baseline) and governed by Treasury security policy outlined in TDP 85-01.	Security Management	Intrusion Detection			No Reuse	3
29	Security Authentication	HR Connect will interface with Treasury's TEDS system, password management system (PWMS) and Meta tools to provide a centralized credential repository for all Treasury employees and contractor and the tools to maintain the directory data. HR	Security Management	Identification and Authentication			No Reuse	3

		Connect maintains a valid security C&A supporting three layers of both technical and non-technical operations. HR Connect complies with federal privacy regulations and guidance described in OMB Directive A-130, Appendix III.						
30	Security Management	HR Connect application supports management of permissions for logging onto a computer or network HR Connect. Role-based access is built on an employee/manager's position and functions within the organizational hierarchy.	Customer Relationship Management	NEW			No Reuse	3
31	HRC MSS & ESS	HR Connect offers manager and employee self service, which includes electronic approval and routing, based on the established hierarchical structure and interface with the customer's email system.	Collaboration	Email			No Reuse	3
32	HRRPT	All HR Connect services including query and reporting are available 24 x 7 (excluding scheduled maintenance periods). HR Connect includes a separate database for ad hoc query reports designed by end users. The query tool provides secure access to the organization's key information for ad hoc reporting purposes.	Search	Query			No Reuse	3
33	HRC Security Management & Auditing	HR Connect application features tracking data (who touched it, when, how) and effective-dated actions on both transaction processing and table maintenance. Operating security is ensured through a rigorous system of event audits and tracking mechanisms that isolate specific transactions to specific users. Intrusion detection tools are utilized that detect illegal entrance into HR	Security Management	Audit Trail Capture and Analysis			No Reuse	3

		Connect.						

	SRM Component	Service Area	Service Category	Service Standard
1	Data Exchange	Component Framework	Data Interchange	Data Exchange
2	Access Control	Component Framework	Security	Supporting Security Services
3	Content Publishing and Delivery	Service Access and Delivery	Access Channels	Web Browser
4	Data Exchange	Service Access and Delivery	Access Channels	Other Electronic Channels
5	Information Retrieval	Service Access and Delivery	Delivery Channels	Intranet
6	Remote Systems Control	Service Access and Delivery	Delivery Channels	Virtual Private Network (VPN)
7	Content Authoring	Component Framework	Presentation / Interface	Content Rendering
8	Information Retrieval	Service Access and Delivery	Service Transport	Supporting Network Services
9	Content Publishing and Delivery	Service Platform and Infrastructure	Delivery Servers	Web Servers
10	Information Retrieval	Service Platform and Infrastructure	Delivery Servers	Application Servers
11	Content Publishing and Delivery	Service Platform and Infrastructure	Delivery Servers	Portal Servers
12	Configuration Management	Service Platform and Infrastructure	Software Engineering	Software Configuration Management
13	Requirements Management	Service Platform and Infrastructure	Software Engineering	Test Management
14	Data Warehouse	Service Platform and Infrastructure	Database / Storage	Database
15	Data Recovery	Service Platform and Infrastructure	Database / Storage	Storage
16	Network Management	Service Platform and Infrastructure	Hardware / Infrastructure	Servers / Computers
17	Workgroup / Groupware	Service Platform and Infrastructure	Hardware / Infrastructure	Local Area Network (LAN)
18	Email	Service Platform and Infrastructure	Hardware / Infrastructure	Network Devices / Standards
19	Cryptography	Component Framework	Security	Certificates / Digital Signatures
20	Information Retrieval	Component Framework	Data Management	Reporting and Analysis
21	Information Retrieval	Service Interface and Integration	Integration	Middleware

no
6. Does this investment provide the public with access to a government automated information system?
no

PART TWO

RISK

You should perform a risk assessment during the early planning and initial concept phase of the investment's life-cycle, develop a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

Answer the following questions to describe how you are managing investment risks.

1. Does the investment have a Risk Management Plan?

yes

1.a. If yes, what is the date of the plan?

2006-09-29

1.b. Has the Risk Management Plan been significantly changed since last year's submission to OMB?

no

3. Briefly describe how investment risks are reflected in the life cycle cost estimate and investment schedule: (O&M investments do NOT need to answer.)

The HR Connect Program Office (HRCPO) has adopted a new acquisition strategy as a means to effectively manage its life cycle cost risks. This new strategy is structured to support the Mixed State life cycle of the Program. With the deployment of all major functionality completed, this new strategy enables the Program to appropriately manage the modest levels of minor development undertaken to meet customer and mandatory demands. An abridged version of the HR Connect strategy is summarized as follows: (1) formulate annual budgets to contain Program costs; (2) award T&M contracts within budgetary constraints; (3) prioritize Change Requests (development) for adherence to contract (T&M) constraints; and (4) manage CR development through final deployment. Because this strategy constrains the number of Change Requests developed to within T&M contract allowances, the Program minimizes risk for cost and schedule over-run.

COST & SCHEDULE

Does the earned value management system meet the criteria in ANSI/EIA Standard 748?

yes

2.a. What is the Planned Value (PV)?

6.687

2.b. What is the Earned Value (EV)?

6.687

2.c. What is the actual cost of work performed (AC)?

6.687

What costs are included in the reported Cost/Schedule Performance information?

Contractor and Government

2.e. As of date:

2006-12-31

3. What is the calculated Schedule Performance Index (SPI= EV/PV)?

1

4. What is the schedule variance (SV = EV-PV)?

0.000

5. What is the calculated Cost Performance Index (CPI = EV/AC)?

1

6. What is the cost variance (CV = EV-AC)?

0.000

7. Is the CV or SV greater than 10%?

no

7.b. If yes, explain the variance.	
Not applicable	
7.c. If yes, what corrective actions are being taken?	
Not applicable	
7.d. What is most current Estimate at Completion?	
37.812	
8. Have any significant changes been made to the baseline during the past fiscal year?	
no	